

1655

24 March 1981

MEMORANDUM FOR: Director of Personnel Policy,
Planning, and Management

FROM : [REDACTED]
Deputy Director for Policy, Analysis
and Evaluation/OPPPM

SUBJECT : Implementation Plan for Uniform Guidelines - Phase II

It is recommended that the following actions be taken by OPPPM as part of the Agency's Phase II implementation of Uniform Guidelines:

a. D/PPPM maintain the position that under the competitive promotion system in the Agency, assignment to a position of higher grade than that of the employee is not a guarantee of promotion, and thus, that selection for reassignment is not a decision that leads to promotion. Therefore, as assignment is not a selection decision in the context of the Guidelines, statistics on this type of action need not be collected.

b. Chief, Special Activities Staff develop forms and keep statistics, beginning 1 October 1981, on retention of employees serving the three-year probationary period.

c. Chief, Programs and Analysis Staff (C/P&AS) assist Chief, Psychological Services Division (C/PSD), as required, in initiating a program of research into alternative selection procedures and methods.

d. Chief, P&AS incorporate into Agency regulations, in coordination with Chief, PSD, the testing policy recommended by Chief, PSD.

e. Chief, P&AS institute a time-phased, comprehensive, and systematic program for job analysis within the Agency.

f. Chief, Policy and Evaluation Staff (C/P&ES) work with

OK ✓

OK ✓

OK ✓

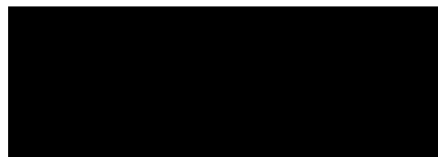
OK ✓

OK ✓

STATINTL

g. Chief, P&AS submit for coordination a draft Headquarters Notice on implementation of Guidelines superceding [REDACTED] and subsequently submit for coordination a draft regulation.

~~STATINTL~~



ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Implementation Plan for Uniform Guidelines - Phase II

D/PPPM

01-1655

FROM

DD/PA&E
1006 Ames

EXTENSION

NO.

DATE

24 March 1981

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. EA/D/PPPM
5E58 Hqs.

2.

3.

DD/PPPM

26 MAR 1981

4.

5.

D/PPPM

- Recommend approval of Pete's recommendation

6.

Att

As you requested, here are our recommendations on actions OPPPM should take on Phase II implementation of Uniform Guidelines. Also, a reminder: OPPPM has not replied to DDCI's memo on this subject.

Please return to DD/PA&E.

DD/PPPM: Recommend approval of Pete's recommendation. DD/PPPM

13.

14.

15.

1-OPPPM Subject